



**UNITED STATES
HUMAN RESOURCES COMMAND - STL**



Army Reserve Active Duty Management Directorate

Career Management Rules of Engagement



Introduction



The Army Reserve Active Duty Management Directorate's primary responsibility is to meet operational personnel requirements to support worldwide operations.

Our secondary mission is to ensure the equitable distribution of all AGR soldiers in the program.

Since we are the only Army Reserve Agency that publishes PCS orders for AGR soldiers it is incumbent on us to ensure that all commanders in the field have their fair share of the available soldiers.



Bottom Line



“Readiness”

**THE RIGHT AGR SOLDIER
TO THE RIGHT PLACE
AT THE RIGHT TIME**

- Support Warfight
- Support Units and Commanders
- Support Soldiers and Families



ARADMD PERSONNEL MANAGEMENT RULES OF ENGAGEMENT



- **Rule #1: Support warfight.** Deploying and deployed units are highest priority.
- **Rule #2: Units and Commanders.** Units and commanders directly engaged in the GWOT.
- **Rule #3: Soldiers and Families.** Needs of Soldiers will normally be met. Desires of Soldiers and Families may be met at the convenience of the AGR Program.
- **Rule #4: Summer Moves.** Still our goal, but may not always be possible.

NOTE: Exceptions are OCAR directed board selections (not to include nominative positions) and promotions where no higher graded position vacancy exists in the current RRC/DRC/MACOM.



AGR Force Stabilization Issues



AR-140-30, paragraph 4-4. Length of Attachments (CONUS) & CAR memo dated 4 Dec 02

Officers - 4 years
Warrant Officers - 5 years
Enlisted Soldiers - 5 years

Tenured Positions

ROTC APMS/PMS - 3 years	Company Grade Command - 3 years
Inspector General - 3 years	Field Grade Command - 2 years
Installation/Garrison Cdr - 3 years	XO/ISG - 3 years
Deputy Commander - 2 years	Command Readiness Teams - 3 years
Detailed Recruiter - 3 years	Army Reserve Readiness Training Center - 3 years

OCONUS Tour Lengths

Germany - 3 years	Hawaii - 3 years	Korea - Command sponsored - 2 years
Alaska - 3 years	Japan - 3 years	Korea – not Command sponsored - 1 year

PCS Reasons

Description

Rules for Use

OCAR DIRECTED

Senior grade slatings, and other OCAR slatings for program managers, installation commanders/deputies, etc. Also included are the Command, Deputy Command and First Sergeant selections.

CURRENT OPERATIONS

PCS orders published for any soldier when the PCS is for the purpose of filling a position in an alerted or mobilized unit.

PROMOTION

Soldier, on a promotion list, is moved to a higher graded position

PROFESSIONAL
DEVELOPMENT EDUCATION

Board selected courses that are longer than 139 days

PCS SCHOOL
COMPLETION

PCS orders published for those completing a school that required a PCS order and are going on their next assignment

COMPASSIONATE
REASSIGNMENT

An approved compassionate reattachment IAW AR 140-30, Chap 4, Para 4-2- k

MEDICAL
RECLASSIFICATION

An MMRB determines a soldier must be reclassified to be retained

EXCEPTIONAL FAMILY
MEMBER PROGRAM

Reattachment IAW AR 608-75. Not a stand-alone reason but factored into PCS equation

PCS Reasons

Description

Rules for Use

TENURED POSITION
COMPLETION

IG, ROTC, Readiness Cmd Teams, RTS Maintenance, CDRs,
1SGs, CSMs, etc.

HIGH PRIORITY FILL

To fill a high priority vacancy, including: Deploying Units, Recruiter,
Retention NCO and Key positions

DEROS

Date Eligible for Return from Overseas

NOMINATIVE POSITIONS

DoD, Joint, DA, IG and ROTC APMS assignments

RECLASSIFICATION

Reclassification to critical shortage specialty

EXCESS

Soldier has been on station at least 36 months from the date of his/her
last PCS and is in an excess status due to force structure change.

JOINT DOMICILE/MARRIED
ARMY COUPLES PROGRAM

Approved IAW AR 140-30, Chap 4, Para 4-2- j

TERMINAL REATTACHMENT

Final PCS move for soldiers who meet PCS criteria – No promises

HRC DIRECTED

PCS decision based on individual career development and the
Leadership Development Model

RELIEVED

Relieved Recruiter, Relief for Cause